

QUESTIONS YOU MIGHT HAVE AFTER HIRING AN EMPLOYEE WHO HAS BEEN LAID OFF FROM TOPEKA CORRECTIONAL FACILITY

I. Accumulated Sick Leave Payout

Question: What if an employee who is rehired says that (s)he should have a sick leave balance?

Answer: Employees who elected to take the 20% sick leave payout will have a zero balance on their sick leave. Employees who did not take the 20% sick leave payout can have their sick leave balances reinstated if they are rehired within one year. Agencies can contact the Topeka Correctional Facility to verify whether or not the employee took the 20% sick leave payout.

Question: What if an employee, upon reemployment, wants to pay back the 20% sick leave payout to buy back their sick leave?

Answer: An employee cannot buy back the sick leave. Additionally, the employee cannot buy back accumulated vacation leave and compensatory time because K.A.R. 1-9-13 requires a payout upon separation.

Contact: If you have additional questions, contact Margaret Vasquez, TCF, (785) 296-6214.

II. Continuation of Health Insurance

Question: Will employees who are rehired have to wait 60 days before being eligible for health insurance again?

Answer: No, employees will be eligible for health insurance coverage immediately after being rehired if they are rehired within one year.

Question: If an eligible employee is rehired with the state within six months and has been paid the balance of their six months state paid health insurance coverage, will (s)he have to pay back the money?

Answer: No. The intent of Senate Substitute Bill 2624 was to ensure that employees have health insurance coverage.

Contact: If you have additional questions, contact Doug Hollandsworth, DPS, (785) 296-3569.

III. Group Term Life Insurance

Question: If an eligible employee resumes work with the state within 24 months of being laid off, will they have double group term life insurance coverage?

Answer: No. Once an eligible employee resumes work with the state within 24 months of being laid off, their extended death benefit coverage ceases and they will be covered under the regular state group term life policy.

Contact: If you have additional questions, contact Doug Hollandsworth, DPS, (785) 296-3569.

IV. Moving Expenses

Question: Will the employing agency be responsible for paying a rehired employee's moving expenses?

Answer: The employing agency may elect to pay the employee's moving expenses based on the criteria set forth in Senate Substitute Bill 2624.

Contact: If you have additional questions, contact Jo Ann Remp, A&R, (785) 296-3521.

Question: If the employing agency cannot pay the rehired employee's moving expenses, are other resources available?

Answer: The employing agency may contact TCF to determine if there are other funds to pay for the moving expenses.

Contact: If you have additional questions, contact Margaret Vasquez, TCF, (785) 296-6214.

V. Performance Reviews

Question: Will employees who are laid off have special performance reviews completed immediately preceding their layoff?

Answer: Employing agencies will need to check the performance review history for the affected employee(s) and be aware of K.A.R. 1-5-19b regarding pay step increases and K.A.R. 1-7-10 regarding performance reviews.

Question: Will agencies have the option of placing rehires on probation?

Answer: If the employee is rehired at the same or lower pay grade in accordance with K.A.R. 1-6-24 (a)(4), (s)he will retain permanent status. If the employee is rehired at a higher pay grade, (s)he shall be subject to a probationary period in accordance with K.A.R. 1-7-4 (b).

Contact: If you have additional questions, contact your agency DPS Human Resource Consultant.

VI. Length of Service

Question: If an employee is not immediately rehired after being laid off, will the employing agency have to adjust their length of service?

Answer: Yes, SHARP continually counts time for an employee whether they are working for the state or not and the employing agency will have to make corresponding adjustments when any employee is rehired.

Contact: If you have additional questions, contact your agency DPS Human Resource Consultant.